

**Greater Vancouver Community Services Society  
Statement of Executive Compensation  
2007/2008**

**PART ONE**

Summary Compensation Table at March 31, 2008							
Name and Principle Position (a)	Base Actual Salary (b)	Bonus <sup>(1)</sup> (c)	Incentive Plan Comp Paid <sup>(2)</sup> (d)	Pension <sup>(3)</sup> (e)	All Other Comp <sup>(4)</sup> (f)	Total Comp For Fiscal 07/08 (g)	Previous 2 Years Total Comp <sup>(5)</sup> (h)
R. McLeod Executive Director	158,970	-	-	13,913	28,628	201,511	n/r
<p>(1) GVCSS has no bonus payment plan</p> <p>(2) GVCSS has no incentive payment plan</p> <p>(3) Pension plan is the MPP for all staff. No other retirement schemes in place. Only employer contribution to MPP is reported.</p> <p>(4) Employer contributions/payments/premiums provided to all staff for EI, CPP, WCB, Extended H&amp;D, MSP, Group Life, AD&amp;D, LTD</p> <p>(5) This information is not available in this first year of reporting. Prior year will be reported commencing with the 08/09 report. Prior two years will be reported commencing with 09/10 report.</p>							

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**PART TWO**

**Compensation Discussion and Analysis**

Greater Vancouver Community Services Society (GVCSS) is a member employer of the Health Employer Association of B.C. (HEABC) and is governed by its Compensation Reference Plan. This plan has been developed pursuant to the statutory requirements of the Public Sector Employers Act and is applied across the Employer members of HEABC for non-union, management and executive roles within healthcare.

GVCSS adheres to HEABC's Compensation Principles, Compensation Policy Objectives, Compensation Surveys, Compensation Reference Ranges, Organization Information Plan, and Role Assessment Plan.

For each of the Name Executive Officers (NEOs) reported in the Summary Compensation Table of this disclosure, GVCSS has applied the Compensation Reference Plan, working with HEABC as necessary. The base salary and total compensation provided to each NEO is consistent with the principles and policy objectives stated above, as mandated by the Public Sector Employers Council in accordance with the Public Sector Employers Act.